

Materiality and Sustainability Strategy of the

The Concept of Sustainability in Mandom Group

Mandom Group's business activities are premised on the basis of sound and sustainable "environment (E)" and "society (S)." However, we are confronted with various issues that have begun surfacing, such as climate change, declining biodiversity, marine plastic pollution, and human rights issues in supply chains, which should be addressed appropriately by maintaining solid "governance (G)" that supports the company. Mandom upholds "social responsibility & sustainability" as its philosophy, which itself is equivalent to sustainability of Mandom Group. To solve social and environmental issues, we will adhere to sustainable management (ESG management + SDGs management), working out sustainability policies and identifying material issues (materiality) in sustainability

to provide further Dedication to Service (Oyakudachi) to consumers and create new corporate values through business operation.

Social Responsibility & Sustainability

Our social responsibility extends beyond coexistence with society. We pay serious attention to the views and ideas of people from all walks of life and initiate dialogues with them in recognition of and respect for the diversified values and lifestyles of all members of society.

We aim to create a better, more sustainable society by addressing social issues from a global perspective and by working out solutions with our stakeholders through our core businesses.

Sustainability Policies

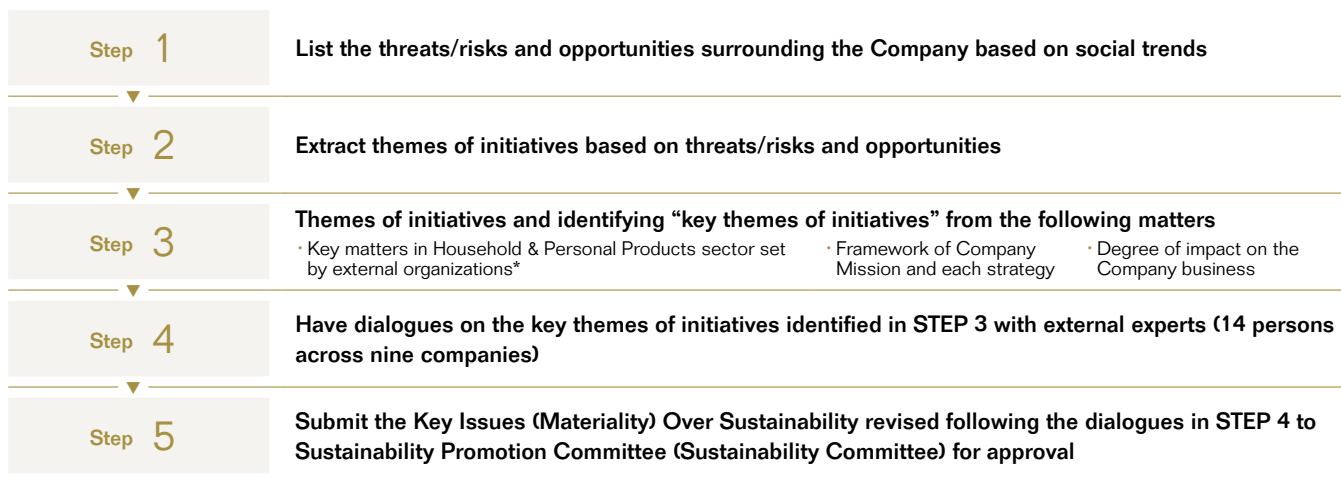
We will promote unique sustainable management that ensures both enrichment on an everyday basis and solution of social issues through our concepts of Health, Cleanliness, Beauty and Fun.

Material Issues (Materiality) in Sustainability

Materiality	Commitment	Related SDGs
Future challenges to be addressed by taking advantage of our strength and creating values		
Creating an easy-to-start grooming culture ⇒ P.22	Based on our original concept of "Health, Cleanliness, Beauty and Fun" that is, the basic parts of "Health, Cleanliness and Beauty" combined with "Fun," we will make consumers have fun and feel satisfied with everyday life through products and services that only Mandom can provide.	
Expanding Dedication to Service to a diversity of consumers ⇒ P.27	We will respond appropriately to changing senses of values and consumption behavior of consumers and maintain an environment in which consumers can look and choose the products and services to provide Dedication to Service (Oyakudachi) to a billion people around the world.	
Realizing mutual growth of employees and the company ⇒ P.30	We will promote work-style reform to improve "productivity per unit," "growth of individuals and job satisfaction" and "creativity" so that all employees as "human assets" may support the company and society.	
Issues to be addressed to realize a sustainable society and company		
Actions for sustainable global environment ⇒ P.35	Switching over to a recycling-based society in our view, we will take measures to reduce our environmental burden at all stages of the life cycle of products, including less dependence on plastics. Regarding reduction of greenhouse gas emissions, we hope to realize virtually zero greenhouse gas emissions by 2050.	
Sustainable procurement of raw materials ⇒ P.39	We will procure palm oil, paper, etc. ethically. Our action ranges from protection of forests and biodiversity to execution of corporate social responsibility by sustaining natural and labor environments and respecting human rights throughout all supply chains.	
Maintaining/enhancing the corporate base ⇒ P.42	Our everlasting mission is expanding and strengthening our Dedication to Service, which is feasible on the assumption that we are a going concern. Besides ensuring safety and security, we will strengthen the business systems based on our philosophy.	

Mandom Group

Process of Identifying Key Issues (Materiality) Over Sustainability



* External organizations: FTSE, MSCI, SASB

Sustainability Promotion System

We have established a Sustainability Committee, headed by the President Executive Officer with the aim of strengthening the sustainability promotion system. While developing our approach for promoting the sustainability of the Mandom

Group and holding discussions with relevant departments at committee meetings and other meetings, we are strengthening our efforts to contribute to the sustainable development of society.



 CSR Information
 ▶ Mandom Group CSR > Mandom Group Sustainability Promotion System

Framework for a Global Society and Sustainability of the Mandom Group

In the Mandom Group, one of the themes of our declared initiatives from FY2015 was similarly to strengthen our CSR promotion system. In April 2015, we set up the CSR Promotion Division, a corporate department dedicated to this task. In April 2020, some functions of the CSR Promotion Division were incorporated into the corporate planning function in order to respond to the increasing demands for companies in such areas, including eco-friendliness, social contribution, and governance functions, and the ESG Promotion Division was newly established to handle the internal promotion of ESG

and strengthen our communication of ESG outside the Group. In September 2015, we signed the UN Global Compact to express our support for its ten principles in four areas of activity, with the aim of allowing all Mandom Group employees to share in the values of global society as a step toward sustainable development, and to create new opportunities to strengthen relations with a diverse and wide range of stakeholders.

